

**HAMPTON BOARD OF SELECTMEN
SELECTMEN'S MEETING ROOM
January 14, 2003 6:00 PM**

PRESENT: James A. Workman, Chairman, Brian C. Warburton, Bonnie B. Searle,
Virginia B. Bridle, William Sullivan
James S. Barrington, Town Manager
Karen Anderson, Administrative Assistant

Mrs. Searle led the Board in the Pledge of Allegiance.

The Board reviewed the warrant articles for the cost items associated with the union contracts.

ARTICLE 31

Shall the Town of Hampton vote to raise and appropriate the sum of \$186,972 to fund the cost items relating to the Professional Firefighters of Hampton, Local 2664 – IAFF, salaries and benefits for 2003. Such sum representing the additional salaries and benefits contained in a collective bargaining agreement between the Town of Hampton by its Board of Selectmen and the Professional Firefighters of Hampton, pursuant to N.H. RSA 273-A.

Note: the above agreement is for the years 2003, 2004, and 2005. The additional amounts necessary to fund the cost items for the following years are:

2004: \$122,887 over the amounts for contract year 2003 for salaries and benefits.

2005: \$116,771 over the amounts for contract year 2003 and 2004 for salaries and benefits.

Mr. Sullivan MOTIONED that the Board of Selectmen approve the cost benefits for the firefighters contract and forward article 31 to the warrant as recommended.

Mr. Warburton SECONDED

Mr. Warburton said that it is a proud moment for him when the union contracts come forward and he is pleased to second the motion.

Mrs. Searle asked what percentage of increase is this contract over the last agreement. Mr. Barrington said that he did not calculate the percentage change from the last contract article. Mrs. Searle said that she computed the change from the 2000 cost increase at 33%. She pointed out that the cost items for the contract in 2000 were \$284,000 and this contract is \$427,000. Mr. Barrington said that the contract in 2000 was based on 3%, 3% and 3% for the respective years, and trying to make a straight comparison has no meaning. He explained that this contract is based on 6%, 3% and 3% COLA's with some offsets because of the insurance savings realized. To compare the two contracts, the percent increases would have to be compounded based on the total salaries from the previous year, with allowances considered for the additional firefighter positions. Mrs. Searle said that the last contract carried a total cost increase of \$284,000 and this contract carries a cost increase of \$427,000 and that is how she compares them.

Mr. Workman said that the 6% factors in the COLA along with some of the savings coming back to the town as a result of the insurance savings based on 75/25% for Blue Cross JY and 90/10% for Blue Choice. Mr. Sullivan pointed out that everyone is not getting a 6% increase. Mr. Barrington said that was correct, some market adjustments were made in this contract for some positions. Mrs. Searle asked if there was a 6% increase and an additional percentage as a market adjustment. Mr. Barrington said there was not.

**VOTE: 4 FOR
1 OPPOSED (Searle)**

Mrs. Searle stated she could not support a 33% increase.

ARTICLE 32

Shall the Town of Hampton vote to raise and appropriate the sum of \$148,253 to fund the cost items relating to the Hampton Police Association, salaries and benefits for 2003. Such sum representing the additional salaries and benefits contained in a collective bargaining agreement between the Town of Hampton by its Board of Selectmen and the Hampton Police Association, pursuant to N.H. RSA 273-A.

Note: the above agreement is for the years 2003, 2004, and 2005. The additional amounts necessary to fund the cost items for the following years are:

2004: \$112,649 over the amounts for contract year 2003 for salaries and benefits.

2005: \$120,215 over the amounts for contract year 2003 and 2004 for salaries and benefits.

Mr. Sullivan MOTIONED that the Board of Selectmen approve the cost benefits for the Hampton Police Association contract and forward article 32 to the warrant as recommended.

Mr. Warburton SECONDED

Mrs. Searle said that this adds up to \$381,000 over the three years and the last contract was \$190,000 resulting in a 50% increase.

**VOTE: 4 FOR
1 OPPOSED (Searle)**

Mrs. Searle stated she was opposed because she believes this is a 50% increase over the last contract.

ARTICLE 33

Shall the Town of Hampton vote to raise and appropriate the sum of \$131,323 to fund the cost items relating to the Hampton Fire Department Supervisory Association, Local 3017 – IAFF, salaries and benefits for 2003. Such sum representing the additional salaries and benefits contained in a collective bargaining agreement between the Town of Hampton by its Board of Selectmen and the Hampton Fire Department Supervisory Association, pursuant to N.H. RSA 273-A.

Note: the above agreement is for the years 2003, 2004, and 2005. The additional amounts necessary to fund the cost items for the following years are:

2004: \$33,962 over the amounts for contract year 2003 for salaries and benefits.

2005: \$37,444 over the amounts for contract year 2003 and 2004 for salaries and benefits.

Mr. Warburton MOTIONED that the Board of Selectmen approve the cost benefits for the Fire Officers, Local 3017 contract and forward article 33 to the warrant as recommended.

Mr. Sullivan SECONDED

Mrs. Searle asked why there is such a difference in this contract from the first year to the second and third years. Mr. Barrington said that the major adjustments in this contract happen in the first year with the step raises that have been removed.

Mrs. Searle said that the 2000 contract for this unit was \$159,000 and this contract is \$203,000, which is only a 21% increase. Mrs. Searle asked if this is because they have not added any employees. Mr. Barrington said that this unit has two additional positions, the Fire Prevention secretary and a deputy chief.

Mr. Sullivan asked what the differential is between the steps from firefighter to lieutenant. Mr. Barrington said it is 7.5%.

**VOTE: 4 FOR
1 OPPOSED (Searle)**

Mrs. Searle said that a 21% increase over the last contract seems out of line with the economy.

ARTICLE 34

Shall the Town of Hampton vote to raise and appropriate the sum of \$97,803 to fund the cost items relating to the State Employees Association, Local 1984, salaries and benefits for 2003. Such sum representing the additional salaries and benefits contained in a collective bargaining agreement between the Town of Hampton by its Board of Selectmen and the State Employees Association (Public Works), pursuant to N.H. RSA 273-A.

Note: the above agreement is for the years 2003, 2004, and 2005. The additional amounts necessary to fund the cost items for the following years are:

2004: \$88,770 over the amounts for contract year 2003 for salaries and benefits.

2005: \$85,844 over the amounts for contract year 2003 and 2004 for salaries and benefits.

Mr. Sullivan MOTIONED that the Board of Selectmen approve the cost benefits for the State Employees Association contract and forward article 34 to the warrant as recommended.

Mr. Warburton SECONDED

Mrs. Searle said that in the year 2000 contract the salary and benefits added up to \$150,000 and this contract totals \$272,000 which is a difference of \$122,000 resulting in a 44% increase.

Mrs. Searle asked if she understood that the two fire department unions were looking to combine. Mr. Barrington said that has been discussed.

**VOTE: 4 FOR
1 OPPOSED (Searle)**

Mrs. Searle said that she believes a 44% increase is wrong to grant at this time.

ARTICLE 35

Shall the Town of Hampton vote to raise and appropriate the sum of \$56,104 to fund the cost items relating to the Teamsters, Local #633, salaries and benefits for 2003. Such sum representing the additional salaries and benefits contained in a collective bargaining agreement between the Town of Hampton by its Board of Selectmen and the Teamsters (Clerical, PW Foremen PD Dispatchers), pursuant to N.H. RSA273-A.

Note: the above agreement is for the years 2003, 2004, and 2005. The additional amounts necessary to fund the cost items for the following years are:

2004: \$59,630 over the amounts for contract year 2003 for salaries and benefits.

2005: \$51,837 over the amounts for contract year 2003 and 2004 for salaries and benefits.

Mr. Warburton MOTIONED that the Board of Selectmen approve the cost benefits for the firefighters contract and forward article 31 to the warrant as recommended.

Mr. Sullivan SECONDED

Mrs. Bridle said that her problem with this contract is that she thinks the salary adjustments were not made fairly and equally. She said that positions were changed arbitrarily and the process was not as equitable as it should have been.

Mrs. Searle said that she has a feeling that it was the incumbent that was considered, not the position, which is wrong. She added that the 2000 contract cost was \$97,000 and this year it is \$168,000 which according to her calculations is a 42% increase.

Mrs. Searle said that she does not understand how the Board can put such a burden on the tax payers. She agreed with Mrs. Bridle that there were some real problems with the method used to establish the pay scale for this unit.

Mr. Sullivan asked if the contract had been ratified by the Local. Mr. Barrington said that it was ratified with a 14-1 vote today.

Mr. Sullivan said that the position the Board discussed was way underpaid and from the sound of the local's vote the employees were willing to go with it.

**VOTE: 4 FOR
1 OPPOSED (Searle)**

Mrs. Searle said that she believes a 42% increase over the previous contract was exorbitant.

ARTICLE 36

Shall the Town of Hampton vote to raise and appropriate the sum of \$32,010 to fund the cost items relating to the Hampton Police Association (Sergeants), salaries and benefits for 2003. Such sum representing the additional salaries and benefits contained in a collective bargaining agreement between the Town of Hampton by its Board of Selectmen and the Hampton Police Association (Sergeants), pursuant to N.H. RSA 273-A.

Note: the above agreement is for the years 2003, 2004, and 2005. The additional amounts necessary to fund the cost items for the following years are:

2004: \$22,772 over the amounts for contract year 2003 for salaries and benefits.

2005: \$24,912 over the amounts for contract year 2003 and 2004 for salaries and benefits.

Mr. Warburton MOTIONED that the Board of Selectmen approve the cost benefits for the firefighters contract and forward article 31 to the warrant as recommended.

Mr. Sullivan SECONDED

Mrs. Searle thanked the Board for allowing her to have this discussion and she apologized for not giving this to the Town Manager in advance, but she works part time and just got the cost information late today. The cost for this contract in 2000 was \$38,000 and this contract is \$80,000 which is a 51% increase. She said that needs to have a better explanation.

**VOTE: 4 FOR
1 OPPOSED (Searle)**

Mrs. Searle said that she believes this is a 51% increase over the last warrant article for this contract.

Mrs. Bridle said that the JY Insurance at a 90/10% split is out of the picture and it is to the employees benefit to change to the less expensive Blue Choice plan. Mr. Barrington said that the JY plan will still continue to be offered, but the employees choosing that will pay 25% of the cost. The nature of the discussion was to offer Blue Choice with dental at the 90/10% cost sharing with a savings to the town of \$1,068.01 per employee. Mr. Barrington said that the Board asked him to get a concession on the health insurance of 80/20 for the JY plan and an agreement was reached at 75/25 for JY and the addition of Blue Choice as an option at 90/10. Mrs. Bridle noted that the employees recently got a settlement because they were not getting the full value of the JY plan. Mr. Barrington said that the settlement was based on a variety of factors and concerns, and it was an issue that had to be handled.

Mrs. Searle said that when she did her cost analysis she did not factor in the dental insurance, which makes it hard to compare. Mr. Barrington said that if the employee chooses to stay with JY at the higher contribution rate there is no subsidy from the town for dental. Mrs. Searle said her analysis showed at \$56.00 annual savings to the town, per employee. Mr. Warburton said that the cost factors alone are what the voters decide on, although there are a lot of other aspects to the contract that are applaudable. Mr. Warburton noted that the Worker's Compensation costs have gone down over the past few years. He noted that the employees are the town's largest and best assets and if you have disgruntled employees you have a high turnover and subsequent replacement costs.

Mrs. Searle said that when a company does not do well and the cash flow is reduced, people get no raises or get laid off. She said that she thinks that these contracts are wrong when she sees a 41% increase and she is not going to be bamboozled. Mr. Warburton said that he has been laid off in his life but understands that as a Selectmen he has to run the prudent affairs of the town.

Mrs. Bridle said that the Board owes it to the employees and to the taxpayers to provide as much information as possible for them to make informed decisions in March. She added that she does not believe anyone has been bamboozled. Mr. Sullivan said that he has been on both sides of public service and knows that there is a value in not allowing contracts to lapse. The Board had decided to use a private negotiator and Mr. Barrington would have brought him in to negotiate if he had not been able to reach the objectives of the Board. Mr. Sullivan said that had the private negotiator been brought in he is confident that there would not be contracts ready for town meeting. Mrs. Searle said that the Board met with Mr. Atlas once and he got short-circuited by the Town Manager who said that he could do the negotiations again.

2003 Warrant

Mr. Warburton MOTIONED that the Board of Selectmen sign the 2003 Warrant.

Mrs. Bridle SECONDED

VOTE: 4 FOR

1 OPPOSED (Searle)

ADJOURNMENT

Mrs. Searle MOTIONED that the meeting be adjourned. (7:00 PM)

Mrs. Bridle SECONDED

VOTE: UNANIMOUS FOR

Mr. Warburton MOTIONED that the Board of Selectmen approve the cost items and recommend the warrant articles as presented for the six collective bargaining agreements.

Mr. Sullivan SECONDED

VOTE: 4 FOR

1 OPPOSED (Searle)

Mr. Sullivan MOTIONED that the meeting be adjourned.

Mr. Warburton SECONDED

VOTE: UNANIMOUS FOR
